

FROM HQDA WASHINGTON DC//DAPE-PRR-C//

TO ALARACT

UNCLAS

SUBJECT: CLARIFICATION OF FOREIGN LANGUAGE PROFICIENCY PAY
(FLPP) MESSAGE DTG 111305Z APR 00

1. ELIGIBILITY DATE FOR **FLPP I**:

A. ENLISTED: INITIALLY BEGINS WHEN AN ENLISTED SOLDIER COMPLETES AIT, HAS BEEN AWARDED AN MOS, AND HAS SIGNED INTO THE FIRST DUTY STATION (PERMANENT CHANGE OF STATION).

B. OFFICER: BEGINS WHEN THE OFFICER SIGNS IN THE FIRST DUTY STATION (PERMANENT CHANGE OF STATION) UPON COMPLETION OF LANGUAGE TRAINING.

2. THE MONTHLY RATE OF **FLPP I AND ALL ADDITIVE PAYMENTS** SHALL NOT EXCEED **\$300** A MONTH.

3. FLPP I ELIGIBLE SOLDIERS MUST BE CURRENTLY QUALIFIED IN THEIR CONTROL LANGUAGE (CLANG) FOR ACTIVE COMPONENT OR PRIMARY LANGUAGE FOR RESERVE COMPONENT (RC). ADDITIVE PAYMENTS ARE CONTINGENT UPON THE SOLDIER BEING PROFICIENT IN THE CLANG/PRIMARY LANGUAGE. THE ADDITIVE PAYMENTS ARE AT \$50 INCREMENTS, AND MUST BE FOR DIFFERENT LANGUAGES AS INDICATED ON THE FLPP I LANGUAGE LIST.

4. A SOLDIER IS NOT ENTITLED TO FLPP I AND FLPP II FOR THE SAME PERIOD OF TIME.

5. FLPP PAYMENTS ARE EFFECTIVE 1 APRIL 2000 FOR SOLDIERS WITH A CURRENT DA FORM 330 OR FROM THE DATE OF THE DEFENSE LANGUAGE PROFICIENCY TEST (DLPT) WHICHEVER IS LATER. THE DA FORM 330 MUST BE DATED WITHIN THE LAST TWELVE MONTHS TO BE CONSIDERED CURRENT.

6. LINGUISTS WHO DO NOT HAVE A CURRENT DA FORM 330 MUST BE TESTED TO INITIATE FLPP ORDERS AND THE EFFECTIVE DATE WILL BE THE DATE THE SOLDIER TESTS.

7. FLPP II IS ONLY FOR SOLDIERS IN AN ACTIVE STATUS (I.E., AGR, TTAD, ADT). RESERVE COMPONENT SOLDIERS IN AN IDT STATUS ARE NOT ELIGIBLE FOR FLPP II. SOLDIERS ENTITLED TO FLPP II ARE PAID FOR ONE LANGUAGE PER YEAR. THE CAP FOR FLPP II IS \$100 PER MONTH.

8. PROFESSIONAL LINGUISTS: SOLDIERS WITH A LANGUAGE-DEPENDENT MOS OR SPECIALTY, OR SOLDIERS ASSIGNED TO A DUTY POSITION REQUIRING LANGUAGE CAPABILITY. THESE SOLDIERS CANNOT BE PAID FLPP II AND ARE PAID BASED ON ONE OF THE FOLLOWING:

A. THE POSITION LANGUAGE. SOLDIERS ASSIGNED TO MILITARY DUTIES WITH A DESIGNATED LANGUAGE. (EXEMPTION CATEGORIES ARE LISTED IN THE REFERENCED MESSAGE.) ALL SOLDIERS WHO ARE IN EXEMPTION CATEGORIES CONTINUE TO RECEIVE FLPP AS LONG AS THEY MAINTAIN PROFICIENCY IN THEIR CLANG/PRIMARY LANGUAGE. SOLDIERS IN THESE CAREER FIELDS MUST CONTACT THEIR ASSIGNMENT MANAGER FOR CLARIFICATION OF THEIR CLANG/PRIMARY LANGUAGE OR REQUESTS TO CHANGE THEIR CLANG/PRIMARY LANGUAGE.

B. THE SOLDIER'S CLANG/PRIMARY LANGUAGE. IN CASES WHEN THE POSITION DOES NOT HAVE A DESIGNATED LANGUAGE.

C. WHEN CHANGES ARE MADE TO THE MTOE OR TDA AFFECTING THE AUTHORIZED LANGUAGE FOR A POSITION, HQDA MUST BE NOTIFIED FOR PAY POLICY REQUESTS.

9. CONTROL LANGUAGE (CLANG)/PRIMARY LANGUAGE:

A. ENLISTED: SOLDIERS HAVE A CONTROL LANGUAGE (CLANG) LISTED ON THEIR EMF.

B. OFFICERS: OFFICERS AND WO HAVE A LANGUAGE INDICATOR CODE (LIC) THAT WILL SERVE AS A CLANG/PRIMARY LANGUAGE.

C. A CLANG/PRIMARY LANGUAGE IS THE LANGUAGE WITH THE MOST RECENT GOVERNMENT-EXPENSE TRAINING REQUIRED BY THE ARMY. THIS LANGUAGE IS THE DESIGNATED CLANG UNTIL THE SOLDIER IS NO LONGER UNDER A SERVICE OBLIGATION FOR THE LANGUAGE (2 YEARS FOR EVERY YEAR OF TRAINING).

D. UPON COMPLETION OF THE ACTIVE DUTY SERVICE OBLIGATION (ADSO) FOR LANGUAGE TRAINING, A SOLDIER MAY SEND A 4187 THROUGH THE UNIT TO THE APPROPRIATE PERSONNEL MANAGER (AT PERSCOM/ARPERSCOM) TO REQUEST A CHANGE OF CLANG/PRIMARY LANGUAGE.

E. IF A SOLDIER HAS NEVER RECEIVED LANGUAGE TRAINING AT GOVERNMENT EXPENSE, THE PERSONNEL MANAGER WILL DETERMINE THE CLANG/PRIMARY LANGUAGE BASED ON PROFICIENCY LEVEL AND THE NEEDS OF THE ARMY.

F. ALL OFFICERS/WOS MUST CONTACT THE APPROPRIATE ASSIGNMENT PERSONNEL MANAGERS FOR DETERMINATION OF THEIR CLANG/PRIMARY LANGUAGE.

10. EFFECTIVE THE DATE OF THIS MESSAGE THE FOLLOWING TABLES LIST CRITICAL LANGUAGES FOR BOTH FLPP I & FLPP II. CHANGES TO THE CRITICAL LANGUAGES LIST WILL BE ISSUED PERIODICALLY BASED ON THE NEEDS OF THE ARMY. NOTE CHANGES IN FLPP II: THE ARMY CURRENTLY HAS MET ITS CRITICAL NEEDS IN SEVERAL CATEGORIES FOR FLPP II. THESE LANGUAGES WILL NO LONGER BE ELIGIBLE FOR NEW PAYMENTS. SOLDIERS WHO HAVE ALREADY BEEN TESTED WILL CONTINUE TO BE PAID FOR THE FULL 12 MONTHS OF THEIR ELIGIBILITY. AN EXCEPTION WILL BE MADE ONLY IN THE CASE OF A SERVICE MEMBER WHOSE REQUEST FOR TESTING IN A LANGUAGE WITHOUT A DLPT/DLRPT WAS RECEIVED BY DLIFLC PRIOR TO THE DATE OF THIS MESSAGE.

FLPP I Languages

Language (alphabetic order)	LIC
ACHINESE (ALSO ATJEHNESE)	AF
ACHOLI	AH
AFRIKAANS	AA
ALBANIAN	AB
ARABIC-GULF	DG
ARABIC-MODERN	AD
ARABIC-SAUDI	AN
ARMENIAN	AR
BAULE (INCLUDES ANYI-BAULE)	BH

BENGALI	BN
BULGARIAN	BU
BURMESE	BY
CAMBODIAN (INCL KHMER)	CA
CHINESE-MANDARIN	CM
CHINESE-NOT IDENTIFIED	CZ
CZECH	CX
DANISH	DA
DUTCH	DU
ESTONIAN	ES
FANG (ALSO BULU OR FANG-BULU)	FA
FINNISH	FJ
FLEMISH	FL
FRENCH	FR
GA	GB
GEORGIAN	GG
GERMAN	GM
GREEK-MODERN	GR
HAITIAN-CREOLE	HC
HEBREW-MODERN	HE
HINDI	HJ
HUNGARIAN	HU
INDONESIAN	JN
ITALIAN	JT
JAPANESE	JA
KAZAKH	KE
KOREAN	KP
LAO (ALSO LAOTIAN)	LC
LATVIAN (INCL LETTISH)	LE
LITHUANIAN	LT
MALAY	ML
NORWEGIAN	NR
PERSIAN (INCL FARSI)	PF
PERSIAN-AFGHAN	PG
POLISH	PL
PORTUGUESE-BRAZILIAN	PQ
PORTUGUESE-EUROPEAN	PT
PUSHTU (ALSO PASHTO)	PU
PUSHTU-AFGHAN	PV
RAJASTHANI	RA
ROMANIAN (INCL MOLDAVIAN)	RQ
RUSSIAN	RU
SAMOAN	SA
SERBO-CROATIAN	SC

SINGHALESE (INCL MALDIVIAN)	SJ
SLOVAK	SK
SLOVENIAN	SL
SOTHO (INCL SESUTO)	SP
SPANISH	QB
SWAHILI	SW
SWEDISH	SY
TADJIK (TAJIK)	TB
TAGALOG	TA
THAI (INCL SIAMESE)	TH
TURKISH	TU
UKRAINIAN	UK
URDU	UR
UZBEK	UX
VIETNAMESE-HANOI (ANNAMESE)	VN

FLPP II Languages, FY01

Language	LIC
ALBANIAN	AB
ARABIC-GULF	DG
ARABIC-MODERN	AD
ARABIC-SAUDI	AN
ARMENIAN	AR
BENGALI	BN
BULGARIAN	BU
BURMESE	BY
CAMBODIAN (INCL KHMER)	CA
CHINESE-MANDARIN	CM
CHINESE-NOT IDENTIFIED	CZ
CZECH	CX
ESTONIAN	ES
FANG (ALSO BULU OR FANG-BULU)	FA
FINNISH	FJ
GA	GB
GEORGIAN	GG
GREEK-MODERN	GR
HEBREW-MODERN	HE
HINDI	HJ
HUNGARIAN	HU
JAPANESE	JA
KAZAKH	KE
KOREAN	KP
LAO (ALSO LAOTIAN)	LC
LATVIAN (INCL LETTISH)	LE

LITHUANIAN	LT
PERSIAN (INCL FARSI)	PF
PERSIAN-AFGHAN	PG
POLISH	PL
PUSHTU (ALSO PASHTO)	PU
PUSHTU-AFGHAN	PV
RAJASTHANI	RA
RUSSIAN	RU
SERBO-CROATIAN	SC
SINGHALESE (INCL MALDIVIAN)	SJ
SLOVAK	SK
SLOVENIAN	SL
SOTHO (INCL SESUTO)	SP
SWAHILI	SW
TADJIK (TAJIK)	TB
TAGALOG	TA
THAI (INCL SIAMESE)	TH
TURKISH	TU
UKRAINIAN	UK
URDU	UR
UZBEK	UX
VIETNAMESE-HANOI (ANNAMESE)	VN

11. SOLDIERS USING ARMY PERSONNEL TESTS (APT) ARE ELIGIBLE FOR FLPP BASED ON THE FOLLOWING:

A. IF A DEFENSE LANGUAGE PROFICIENCY TEST (DLPT) IS AVAILABLE IN THE TESTED LANGUAGE, THE SOLDIER QUALIFIES WITH TWO SCORES - LISTENING AND READING. (THE SPEAKING TEST DOES **NOT** QUALIFY THE SOLDIER FOR FLPP.)

TABLE 6-2 FLPP PAYMENTS:

FLPP I PAYMENTS (CAREER LINGUISTS)

ONE FOREIGN LANGUAGE:	PROFICIENCY RATING	
	LISTENING	READING
F1 = \$50	2	2
F2 = \$100	2+	2+
F3 = \$200	3	3

FLPP II PAYMENTS (NON-CAREER LINGUISTS)

	PROFICIENCY RATING	
	LISTENING	READING
L1 = \$50	2	2
L2 = \$75	2+	2+
L3 = \$100	3	3

B. IF A DEFENSE LANGUAGE READING PROFICIENCY TEST (DLRPT) EXISTS FOR THE LANGUAGE, THE SOLDIER WILL RECEIVE ONE SCORE - READING, WHICH QUALIFIES THE SOLDIER FOR FLPP.

FLPP I PAYMENTS (CAREER LINGUISTS)

ONE FOREIGN LANGUAGE:	PROFICIENCY RATING	
	READING	
F1 = \$50	2	
F2 = \$100	2+	
F3 = \$200	3	

FLPP II PAYMENTS (NON-CAREER LINGUISTS)

	PROFICIENCY RATING	
	READING	
L1 = \$50	2	
L2 = \$75	2+	
L3 = \$100	3	

C. SOLDIERS MAY REQUEST AN ORAL PROFICIENCY INTERVIEW (OPI) ONLY IF NO DLPT OR DLRPT EXISTS FOR THE LANGUAGE IN WHICH THE SOLDIER IS SKILLED. THE OPI SCORE QUALIFIES THE INDIVIDUAL FOR FLPP BASED ON THE SPEAKING SCORE ONLY.

FLPP I PAYMENTS (CAREER LINGUISTS)

ONE FOREIGN LANGUAGE:	PROFICIENCY RATING	
	SPEAKING	
F1 = \$50	2	
F2 = \$100	2+	
F3 = \$200	3	

FLPP II PAYMENTS (NON-CAREER LINGUISTS)

PROFICIENCY RATING

SPEAKING

L1 = \$50	2
L2 = \$75	2+
L3 = \$100	3

12. IF A SOLDIER SPEAKS TWO FOREIGN LANGUAGES: THE SECOND LANGUAGE MUST BE AT A MINIMUM 2/2 PROFICIENCY RATING. IF THIS REQUIREMENT IS MET THEN THERE IS A \$50 INCREMENTAL PAYMENT TO THE AMOUNT OF FLPP THE SOLDIER QUALIFIED FOR IN THE ABOVE CHART. IT WILL BE CODED: F4 = \$50. IF A SOLDIER SPEAKS THREE FOREIGN LANGUAGES OR MORE: THE ADDITIONAL LANGUAGES MUST BE AT A MINIMUM OF 2/2 PROFICIENCY RATING. IF THIS REQUIREMENT IS MET THEN THE SOLDIER RECEIVES AN ADDITIONAL \$50 INCREMENTAL PAYMENT TO 2ND PAYMENT AND IT WILL BE CODED: F5 = \$50

NOTE: FOR FLPP I, CAREER LINGUISTS, IF THEY SCORE A 2/3 THE ENTITLEMENT WOULD BE \$100 PER MONTH, BECAUSE THE FLPP RATE IS BASED ON THE LOWEST SCORE. ANY SCORE LESS THAN 2/2 DRAWS NO FLPP.

13. TO ENSURE SOLDIERS ARE PAID THE CORRECT FLPP RATE ALL SERVICING PACS OR PSBS MUST FOLLOW THE PROCEDURES FOR AWARDED, CHANGING, MAINTAINING, TERMINATING OR REINSTATING FLPP. THESE PROCEDURES ARE IN AR 611-6, DATED 16 FEBRUARY 1996, CHAPTER 6, PARAGRAPHS 6-8 THROUGH 6-11 FOR RESERVE COMPONENT SOLDIERS AND PARAGRAPHS 6-12 THROUGH 6-17 FOR ACTIVE ARMY SOLDIERS. THE REQUIRED STEPS FOR FLPP ARE OUTLINED IN TABLES 6-4, 6-5, AND 6-6 AND ARE STILL VALID. THE PROCEDURES AND STEPS MUST BE USED ALONG WITH THE 11 APRIL 2000 ALARACT MESSAGE DTG 111305Z.

14. SERVICING PACS OR PSBS MUST CUT STOP PAYMENT ORDERS FOR THE CURRENT FLPP ENTITLEMENT. A SEPARATE ORDER MUST BE INITIATED TO CUT THE NEW FLPP ORDERS IAW TABLE 6-2. ENSURE ALL STOP/START ORDERS ARE CUT SIMULTANEOUSLY. INFORMATION FROM THE FIELD INDICATES THAT THE FLPP CODES IN SIDPERS-3 FOR THE FIELD INPUT ARE

INCORRECT AND SHOULD NOT BE USED UNTIL FURTHER NOTICE.

THEREFORE, MANUAL ORDERS MUST BE CUT TO INITIATE THE REVISED PAYMENTS FOR FLPP FLPP I AND II. THE FOLLOWING INFORMATION MUST BE INCLUDED ON THE ORDER: FLPP CODE, DOLLAR AMOUNT, LANGUAGE (LIC OR CLANG, FOR CAREER LINGUIST SOLDIERS, FLPP I ONLY) AND CATEGORY (FLPP I OR FLPP II), I.E., F2/\$150, QB/FLPP-I. SEPARATE ORDERS MUST BE CUT FOR MULTIPLE LANGUAGES (FLPP I SOLDIERS ONLY).

15. FLPP PAYMENTS WILL BE EFFECTIVE 1 APRIL 2000 FOR PROFESSIONAL LINGUISTS WITH A CURRENT DA FORM 330. THE DA FORM 330 MUST BE DATED WITHIN THE LAST TWELVE MONTHS TO INITIATE THE STOP AND START FLPP ORDERS. THE TERMINATION DATE IS 12 MONTHS FROM THE EVALUATION DATE, BLOCK 10. CAREERIST OR NON-CAREER LINGUISTS WHO DO NOT HAVE A CURRENT DA FORM 330 MUST BE TESTED IN ORDER TO INITIATE FLPP ORDERS AND THE EFFECTIVE DATE WILL BE THE DATE THE SOLDIER TESTS. ORDERS WILL REFLECT THAT FLPP IS EFFECTIVE FOR NO LONGER THAN 12 MONTHS FROM THE TEST DATE.

16. SOLDIERS DA FORM 330 MUST BE FORWARDED TO THE APPROPRIATE PERSONNEL BRANCH IN PERSCOM/ARPERSCOM TO UPDATE SOLDIER'S CURRENT LANGUAGE TEST. INFORMATION FROM ASSIGNMENT MANAGERS INDICATES THAT SOLDIER'S DA 330'S ARE NOT BEING RECEIVED ON A ROUTINE BASIS TO UPDATE THE SOLDIER'S LANGUAGE SCORES, CLANG, OR LIC.

17. POC FOR EXCEPTIONS TO POLICY FROM MAJOR COMMANDS ONLY IS MS. D. L. HOLMAN, DAPE-PRR-C, DSN 225-1872.

18. POC FOR FLPP MANAGEMENT IS JANE KHAIR DSN 221-4169. POC FOR LANGUAGES TESTING POLICY IS MS. LYNN STEED DSN 221-3588. POC FOR OPI REQUEST IS MR. MARK MARKIEWITZ, DLI, DSN 878-5505 OR COMMERCIAL 831-242-5505. POC FOR LANGUAGE LIST IS MR. ALDRICH, ODCSINT, DAMI-POD, 703/601-0708.

19. EXPIRATION DATE OF THIS MESSAGE IS 1 OCTOBER 2003.